

National Council of the Pottery  
Industry  
Report  
1918-19

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1918-19



NATIONAL COUNCIL  
- - OF THE - -  
POTTERY INDUSTRY.



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FOR THE YEARS  
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- THE NATIONAL COUNCIL -  
OF THE POTTERY INDUSTRY.



**1919.**

*Chairman :*

Councillor S. CLOWES, J.P.

*Vice-Chairman :*

MAJOR FRANK H. WEDGWOOD.

*Secretary :*

FRED. H. HAND.

Offices : 6, Glebe Street, Stoke-on-Trent.

Telephone—Central 536.

*Liaison Officers :*

Manufacturers' Section of the Council—A. P. LLEWELLYN,

Solicitor, Tunstall.

Operatives' Section of the Council—A. HOLLINS,

5a, Hill Street, Hanley.

Board of Education—G. W. HEFFORD, H.M.I.,

52, Salisbury Road, Moseley, Birmingham.

Ministry of Labour—W. W. ELLIOTT,

Montagu House, Whitehall, London, S.W.

National Trade Advisory Committee—L. C. BELL-COX,

Ministry of Labour, S. Ermin's, Westminster, London, S.W.

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# Annual Report

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**I**N this, the first Report, it will perhaps be advisable to review the work of the Council not only for the past year, but since its inception. The National Council of the Pottery Industry holds the proud position of standing first in chronological order in the list of Joint Industrial Councils which at the present time number 56.

The first meeting of the Council was held on the 11th January, 1918—a few months after the 'Whitley' Report had been adopted by the Government. The foundations of the Pottery Council, however, were laid before the Whitley Committee had published its first Report, the material being mainly obtained from the interest in problems of industrial reconstruction which had been aroused by the Tutorial Class movement in the Potteries District and from the result of discussions on industrial and social problems by the Bristol Industrial Reconstruction Council.

The origins of the Pottery Council are found, not in the Whitley Report itself, but in a spontaneous attempt on the part of Employers and Employed to reconstruct their industry upon sound business and human principles, and it is a unique fact that the Council preceded the Whitley Committee, not only in its Interim Report but in being the first of National Councils to be established.

In February, 1917, Mr. Arnold Rowntree, M.P., invited a number of Bristol Employers and Labour Leaders, together with Mr. E. H. C. Wethered and Mr. H. Clay to meet him, the result of which Conference was a Report containing a number of recommendations bearing on the necessity for the re-organisation of Industries on a National basis, the unit in this organisation being the trade as a whole and not individual businesses—individual employers in each trade to be associated in local Federations of Employers, and Operatives in each trade being members

of their respective Trade Unions. These gentlemen then looked round to see if the recommendations arrived at could be applied to any particular industry, and shortly afterwards Mr. Rowntree extended a similar invitation to Employers and Operatives in the Pottery Industry, and several week-end Conferences were held at Lawton Hall, one for the Employers alone, one for the Operatives alone, and one for the Employers and Operatives combined; the conclusion arrived at being that power was needed to compel all firms to observe common rules and standard conditions laid down by the representative Associations of the Industry, which power could be obtained either by the State giving the force of Law to the determinations of a Joint Committee or Committees representative of Manufacturers' Associations and Operatives' Unions, or by making membership of Trade Associations and Trade Unions compulsory by law on all eligible for membership.

At the first meeting of the Council Major F. H. Wedgwood was elected Chairman, and Mr. S. Clowes, J.P., Secretary of the Pottery Workers' Society, Vice-Chairman for the ensuing year and very speedily the following Objects and Constitution were formulated and adopted, viz. :—

### Objects.

- (a) The consideration of means whereby all Manufacturers and Operatives shall be brought within their respective Associations.
- (b) Regular consideration of wages, piecework prices, and conditions with a view to establishing and maintaining equitable conditions throughout the industry.
- (c) To assist the respective Associations in the maintenance of such selling prices as will afford a reasonable remuneration to both employers and employed.
- (d) The consideration and settlement of all disputes between different parties in the industry which it may not have been possible to settle by the existing machinery, and the establishment of machinery for dealing with disputes where adequate machinery does not exist.
- (e) The regularisation of production and employment as a means of insuring to the workpeople the greatest possible security of earnings.
- (f) Improvement in conditions with a view to removing all danger to health in the industry.
- (g) The study of processes, the encouragement of research, and the full utilisation of their results.



- (h) The provision of facilities for the full consideration and utilisation of inventions and improvements designed by workpeople and for the adequate safeguarding of the rights of the designers of such improvements.
- (i) Education in all its branches for the industry.
- (j) The collection of full statistics on wages, making and selling prices, and average percentages of profits on turnover, and on materials, markets, costs, etc., and the study and promotion of scientific and practical systems of costing to this end.  
  
All statistics shall, where necessary, be verified by Chartered Accountants, who shall make a statutory declaration as to secrecy prior to any investigation, and no particulars of individual firms or operatives shall be disclosed to anyone.
- (k) Enquiries into problems of the industry, and where desirable, the publication of reports.
- (l) Representation of the needs and opinions of the industry to Government authorities, central and local, and to the community generally.

### **Constitution.**

(1) **MEMBERSHIP.** The Council shall consist of an equal number of representatives of the Manufacturers' and the Operatives; the Manufacturers' representatives to be appointed by the Manufacturers' Associations in proportions to be agreed on between them; the Operatives' representatives by the Trade Unions in proportions to be agreed on between them. The number of representatives on each side shall not exceed 30. Among the Manufacturers' representatives may be included salaried managers, and among the Operatives' representatives some women operatives.

(2) **HONORARY MEMBERS.** The Council to have the power to co-opt Honorary Members with the right to attend meetings or serve on Committees of the Council, and to speak but not to vote.

(3) **RE-APPOINTMENT.** One-third of the representatives of the said Associations and Unions shall retire annually, and shall be eligible for re-appointment.

(4) **OFFICERS.** The Officers of the Council shall be:—

(a) A Chairman and Vice-Chairman. When the Chairman is a member of the Operatives, the Vice-Chairman shall be a member of the Manufacturers' and vice-versa. The Chairman (or in his absence, the Vice-Chairman) shall preside at all meetings, and shall have a vote, but not a casting vote. It shall always be open to the Council to appoint an independent Chairman, temporary or otherwise.

(b) Such Secretaries and Treasurers as the Council may require.

All Honorary Officers shall be elected by the Council at its annual meeting for a term of one year, and, subject to the condition that a Chairman or Vice-Chairman from the said Associations shall be succeeded by a member of the said Unions, shall be eligible for re-election. The Council may from time to time fix the remuneration to be paid to its Officers.

(5) COMMITTEES. The Council shall appoint an Executive Committee, and Standing Committees, representative of the different needs of the industry. It shall have power to appoint other Committees for special purposes, and to co-opt such persons of special knowledge, not being members of the Council, as may serve the special purposes of these Committees. On all Committees both Manufacturers and Operatives shall be equally represented. The Minutes of all Committees shall be submitted to the National Council for confirmation.

Each Committee shall appoint its own Chairman and Vice-Chairman, except in the case of the Finance Committee, over which Committee the Chairman of the National Council shall preside.

(6) FINANCE. The ordinary expenses of the Council shall be met by a levy upon the Manufacturers' Associations and the Trade Unions represented. Special expenditure shall be provided for by the Finance Committee.

(7) MEETINGS. The ordinary meetings of the Council shall be held quarterly. The annual meeting shall be held in January. A special meeting of the Council shall be held on the requisition of ten members of the Council. Seven days' notice of any meeting shall be given. Twenty members shall form a quorum. Committees shall meet as often as may be required.

(8) VOTING. The voting upon all questions shall be by show of hands, and two-thirds majority of those present and voting shall be required to carry a resolution. Provided, that, when at any meeting the representatives of the unions and the associations respectively, are unequal in numbers, all members present shall have the right to enter fully into discussion of any matters, but only an equal number of each of such representatives (to be decided amongst them) shall vote.

It will be interesting for purposes of reference to record the names of members of the Council in the respective years.

In 1918 the Council, which consists of 60 members, representing, through the Federation and various organisations 213 employers, and approximately 47,000 Operatives, comprised the following gentlemen:—

#### REPRESENTING THE EMPLOYERS.

*General Earthenware*: Messrs. J. C. Bailey, K. H. Bailey, C. E. Bullock, A. Fielding, R. Lewis Johnson, E. J. Johnson, T. B. Johnston, E. Leigh, A. H. Maddock, R. Shenton, Major F. H. Wedgwood.

*China*: Messrs. W. Hall, A. B. Jones, Junr., T. Poole, P. Shelley, H. J. Plant.

*Jet and Rockingham*: Messrs. S. Johnson, A. J. Wade.  
*Glazed and Floor Tiles*: Messrs. J. Burton, S. Malkin, S. R. Maw.  
*Yorkshire*: Mr. T. Brown.  
*Scottish Earthenware Manufacturers' Association*: Mr. J. Arnold Fleming.  
*Stoneware*: One to be appointed.  
*Sanitary*: Messrs. E. R. Corn, W. Hassall, J. T. Webster.  
*Fireclay*: Messrs. J. Taylor Howson, A. Barrett.  
*Electrical Fittings*: Mr. J. W. Harris.

#### REPRESENTING THE OPERATIVES.

*Pottery Workers' Society*: Messrs. W. Tunnicliffe, W. Aucock, W. Shaw, G. Pedley, W. Machin, W. Goodwin, T. Coxon, R. Colclough, W. Milner, W. Harvey, R. Stirratt, W. McGurk, H. Forman, J. Wilcox, J. Booth, S. Clowes, A. Hollins.  
*Ovenmen's Society*: Messrs. J. Pickin, R. Bennett, J. Bennett, W. Owen, W. Callear, F. Colclough.  
*Packers' Society*: Mr. C. Martin, W. A. Baddeley.  
*Commercial Travellers*: Messrs. S. Oulsnam and J. Derry.  
*Clerks' Union*: Messrs. J. Beresford and T. Beech.

#### 1919.

#### REPRESENTING THE EMPLOYERS.

*General Earthenware*: Messrs. J. C. Bailey, K. H. Bailey, C. E. Bullock, A. Fielding, R. Lewis Johnson, T. B. Johnston, Edmund Leigh, A. H. Maddock, R. Shenton, Major F. H. Wedgwood.  
*China*: Messrs. W. Hall, A. B. Jones, Junr., E. Hawley, P. Shelley, H. J. Plant.  
*Jet and Rockingham*: Mr. J. Sudlow, Mr. A. J. Wade.  
*Glazed and Floor Tiles*: Messrs. J. Burton, S. Malkin, S. R. Maw.  
*Yorkshire Earthenware Manufacturers' Association*: Mr. T. Brown.  
*Scottish Earthenware Manufacturers' Association*: Mr. J. Arnold Fleming.  
*Sanitary Association*: Messrs. E. R. Corn, W. Hassall, J. T. Webster.  
*Fireclay*: Messrs. J. Taylor Howson, A. Barrett.  
*Electrical Fittings*: Mr. J. W. Harris.  
*Managers and Officials' Association*: Two to be appointed.

#### REPRESENTING THE OPERATIVES.

*National Pottery Workers' Society*: Messrs. S. Clowes, J. Booth, A. Hollins, W. Tunnicliffe, H. T. Forman, W. McGurk, H. Ellam, W. Shaw, A. Nixon, W. Aucock, W. H. Machin, W. Goodwin, D. G. Robertson, R. Colclough, T. Randell, W. J. Harvey, T. Johnson, J. Wilcox, Miss D. Mycock. (Two to be appointed).

*United Ovenmen's Society*: Messrs. W. Callear, W. Owen, J. Pickin, R. Bennett.

*United Packers' Association*: Messrs. W. A. Baddeley, W. C. Martin.

*North Staffs. Commercial Travellers*: Messrs. S. Oulsnam, J. Derry.

*National Union of Clerks*: Mr. J. S. Beresford.

During 1918, Mr. Arnold S. Rowntree, M.P., Mr. E. H. C. Wethered, Mr. H. Clay, and Mr. E. A. R. Werner were elected as Honorary Members of the Council, and are still serving in that capacity. Mr. A. P. Llewellyn, Secretary to the Manufacturers' Federation, and Mr. A. Hollins, Financial Secretary to the Pottery Workers' Society were appointed Joint Secretaries *pro tem*.

Various Committees were established and duties assigned to each as follows:—

#### EXECUTIVE, GENERAL PURPOSES AND FINANCE COMMITTEE.

Duties:—Object clause (1) and any matters not dealt with by any other Committee and any matters which any other Committee may request it to deal with; also to settle the Agendas for meetings of the Council.

Number of Members: Minimum, 16; Maximum, 20.

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#### STATISTICAL AND ENQUIRIES COMMITTEE.

Duties:—All matters arising out of objects (j) and (k) and any other enquiries of a statistical character.

Number of members: Minimum, 10; Maximum, 12.

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#### WAGES AND CONDITIONS COMMITTEE.

Duties:—All questions arising under object clauses (b), (c), (d), and (e).

Number of members: Minimum, 24; Maximum, 30.

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#### RESEARCH, INVENTIONS AND DESIGNS COMMITTEE.

Duties:—All matters arising under object clauses (f), (g), (h), (i), and any other matters relating to or affecting Research, Inventions and Design.

Number of Members: Minimum, 10; Maximum, 12.

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#### ORGANISATION COMMITTEE.

Duties:—The consideration of means whereby all Manufacturers and Operatives shall be brought within their respective Associations.

Number of Members: Minimum, 10; Maximum, 12.

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#### DEMOBILISATION COMMITTEE.

Duties:—To prepare and carry out scheme to meet the needs of the Industry and find employment for men on being discharged, and on demobilisation after the War.

Number of Members: Minimum, 12; Maximum, 16.

It was also decided—That the Chairman and Vice-Chairman of the Council be *ex-officio* members of all Committees irrespective of the maximum number fixed for any Committee.

That the quorum of each Committee be 50% of its actual strength for the time being irrespective of *ex-officio* members, and

That any Committee should have the power to appoint Sub-Committees and to appoint on such Sub-Committees any other members of the Council having special knowledge of the subject to be dealt with.

Standing Orders were adopted in regard to the conduct of the Council and its various Committees.

In January, 1919, Mr. S. Clowes was elected Chairman, and Major F. H. Wedgwood Vice-Chairman.

A unique feature of this Council, which is really a fundamental principle to the success of Industrial Councils, lies in the fact that through its Agency, Manufacturers are disclosing profits on turnover, average earnings, making prices and other collective statistics, which shows a readiness on their part to advance with the spirit of the times and remove any likelihood of suspicion on the part of the workers. Since its inception much valuable work of a varied nature has been accomplished by the Council; perhaps the best method will be to give a short resumé of the most important of the work effected by the respective Committees.

#### EXECUTIVE, GENERAL PURPOSES AND FINANCE COMMITTEE.

*Supply of fuel and raw materials.* From time to time acute problems have been considered and difficulties generally removed or considerably abated in regard to the supply of fuel, China clay, Plaster and other raw materials.

*Prices of raw materials and transit.* Constant negotiations have been made—generally effective—as to the prices of Raw materials and transit and railway rates of same.

*Foreign Goods.* The origin of Pottery imported into the Argentine and to this country has been and is still the subject of careful investigation.

*Japanese China.* Means have been taken by the collection and circulation of specimens of Japanese China to educate those engaged in the industry as to the competition with which the industry is threatened from the Far East.

*Trade Marks.* Representations have been made to the Board of Trade for the making of regulations that all pottery, whether manufactured in the British Isles or elsewhere, be plainly and indelibly marked under the glaze, with the name of the country of origin.

*Annual Holiday.* Efforts are being made to secure a uniform general and suitable annual holiday for the district.

*Policy.* Recommendations have been made to the Government that appointments on all government Councils or Committees of Enquiry formed by Government Departments in respect of matters affecting industry, should be made by Joint Industrial Councils, and that such Councils should be consulted on all matters affecting the particular trades the Councils represent.

*Finance.* The control of the Finances of the Council and many other subjects of a varied nature.

#### STATISTICAL AND ENQUIRIES COMMITTEE.

This Committee is mainly concerned with the collection of statistics and has been instrumental in obtaining or developing means for obtaining most valuable collective information in regard to the following points, most of which, it is hoped, will shortly be available:—

Wages and Making prices.  
Average earnings.  
Average percentage of profits on Turnover.  
Relation of Profits and Turnover to Capital.

It has also obtained information in regard to Imports and Exports and made suggestions to the Board of Trade for a revision of its lists.

Other matters which will no doubt shortly occupy the attention of the Committee will be in relation to an efficient Costing system for the Industry, markets, and the maintenance of selling prices to afford a reasonable financial return.

The disclosure of profits by Manufacturers is one of the strongest features of the work of the Council.

#### RESEARCH, INVENTIONS AND DESIGNS COMMITTEE.

This Committee has had the benefit of the services of Mr. Bernard Moore, Dr. J. W. Mellor, Mr. Stanley Thorogood, and Mr. H. T. Cartlidge, who were elected co-opted members. Its efforts have been mainly directed to matters of Research.

*Education:* As the result of much careful thought and enquiry a first Report of Enquiries into and Recommendations in connection with certain questions of the Education Act, 1918, having special regard to the appropriate education of Juvenile Pottery Workers, has been published. This report has been issued to all Education Authorities in whose districts the Pottery Industry is established and has elicited expressions of appreciation from various bodies in different parts of the country. In the compilation of the report

the Committee owe much to the services of Mr. G. W. Hefford, H.M.I. The Committee is now engaged upon a second report dealing with voluntary instruction both in the day and evening, and the relation of Secondary education to the Industry, an endeavour being made to ascertain the most suitable training for a boy or girl entering the Industry from a Secondary School.

*Potters' Drying Stoves:* After many visits to factories for the purpose of inspecting types of drying stoves in use, and many discussions with the object of ascertaining the best type of drying stove which could be recommended for general use in the industry, an Interim Report has been published containing information which cannot fail to be of great use to Manufacturers who are installing new stoves or altering the construction of existing ones.

Investigations are being continued with the object of obtaining data to enable suggestions of a helpful nature being issued in regard to ventilation, heating, and health conditions generally.

*Health Conditions on Factories:* Pamphlets containing valuable hints on the preservation of health have been circulated amongst the Operatives.

*Welfare:* The Committee has had the benefit of addresses by Dr. Eichholz and Dr. F. M. Legge, on the subjects of "Health" and "Welfare," and the first of a series of Lectures on Welfare work was given by Dr. E. L. Collis, in the Town Hall, Hanley, in December, 1919, which was much appreciated.

Through the sympathetic support of the Stoke-on-Trent Education Committee, Factory and Workshop First Aid Classes have been commenced at the Hanley Technical School for Pottery Operatives with the object mainly of educating operatives on general health principles and qualifying them, if desired, to take charge of First Aid boxes on Factories. It is hoped the classes will be so well attended that the Education Committee will feel disposed to open classes in other parts of the District next Session.

The various points contained in the Police, Factories (Miscellaneous Provisions) Act, 1918, for the making of provision for securing the welfare of operatives is at the present time the subject of consideration.

#### WAGES AND CONDITIONS COMMITTEE.

A large amount of work bearing on the conditions of employment, engagement of employees, etc., has been carried out; the work has necessarily been increased and complicated by War Conditions, and the Orders for the relaxation of Regulations by the Home Office and their subsequent withdrawal, but owing to the broadness of view of members of both sections of the Committee and their desire for equitable

and fair adjustment of questions under consideration, delicate matters generally have been debated and settled in a manner which reflects great credit on all concerned.

*Wages:* Settlement of rates have been arrived at by Departmental Committees comprised of members of the Employers' Organisations and the Pottery Workers' Society.

*Disputes:* Several disputes have been referred to the Committee for their consideration, and it speaks well for the Industry that in one instance only has there been a cessation of work, and that happily of short duration.

*Apprenticeships:* During the past year a Scheme for assisting those persons whose apprenticeships had been interrupted by the War was completed in conjunction with the Ministry of Labour and is now in operation.

*Apprentices and Employment of Juveniles:* Questions relating to the entry of apprentices into the Industry and their training have received much attention and are still the subject of negotiation. Recommendations by the Ministry of Labour for the employment of Juveniles who have been engaged on War Work are also receiving attention.

*Works Committees:* For the purpose of encouraging and simplifying the formation of Works Committees which the Council is pressing forward with vigour, the Committee have formulated a model set of Rules and Regulations, which it is anticipated will do much towards the smooth working of Works Committees.

Many other matters of a varied character have also been dealt with.

#### ORGANISATION COMMITTEE.

The function of the Organisation Committee mainly is to consider means whereby all Manufacturers and Operatives shall be brought within their respective Associations.

*Policy.* To this end posters have on two occasions been displayed on factories recommending all operatives to join the National Society of Pottery Workers, and Manufacturers have been requested to grant facilities to Trades Unions to go on to works at meal times and at such other times as may be convenient for propaganda work and enrolment, with excellent results, 80 per cent. of the operatives in the District now being members of their Union. The Manufacturers on their part have taken measures with great success to increase the membership of their Associations and of the Federation.

Efforts have been made on several occasions to arrange for the cessation of competition by other Unions for Pottery workers, and in some cases Pottery workers have been transferred by such Unions to the Pottery Workers' Society.



The Chairman, Mr. T. B. Johnston, has issued several papers on "Organisation," "Trusts," etc., and largely as a result, an important recommendation affecting the fundamental principles of Industrial Councils has been adopted and referred to both sections of the Council for their consideration, whereby the government is asked, in order to secure that every employer should belong to his Trade Association and every workman to his Trade Union, to set up machinery by the granting of a Charter to any trade or section of a trade in which 75 per cent. of the Workers are employed by the Employers' Federation, and the Trade Union represents 75 per cent. of the Operatives, providing joint application is made by both parties; and also that agreements arrived at between representative bodies of employers and employed and ratified by the Joint Industrial Council for the particular Industry be binding on all parties engaged in that Industry.

*Works Committees:* The duties of Organising Works Committees having been referred to this Committee, strong efforts are being made to ensure the establishment of Works Committee on every factory, and to this end Captain Sydenham of the Ministry of Labour has been invited to address the Council on the subject, and meetings are being arranged to be held at the various factories, at which the Scheme and Objects will be explained. Manufacturers are also being asked to intimate by an early date as to whether or not it has been possible to establish such Committees on their works.

#### DEMobilISATION COMMITTEE.

The work of this Committee especially during 1918 was of a very onerous character, as it took over the duties of the Pottery Trade Standing Joint Committee which had been formed an April, 1917—in fact the Standing Joint Committee was elected by the Council *en bloc* as the Demobilisation Committee. These duties were of a particularly delicate nature, necessitating as they did, the selection of men from the various factories to meet the imperative call of the country at that time; but the selections were made so judiciously as to avert any stoppage, and in a manner entirely satisfactory to the Operatives' section of the Industry. Mr. E. A. R. Werner acted as independent Chairman, and so highly did the Military Authorities regard his efforts and the efforts of his Committee, that whenever a call for men was made, they relied entirely on the Committee and obtained the men they required without a single works in the country being shut down.

As a mark of the high appreciation of the services rendered by the Standing Joint Committee, the Manufacturers and Operatives presented Mr. Werner with a Silver Salver and Tea and Coffee Service, and the Manufacturers generally, presented Silver Salvors to the Employer members of the Committee and to the Operative members Gold Watches suitably inscribed.

*Training of disabled Sailors and Soldiers:* Early in 1918, at the suggestion of the Ministry of Labour, the Committee prepared a scheme for the absorption and training of disabled sailors and soldiers in suitable processes in the Industry, under which the Trainees would receive a Government allowance and Employers pay for varying periods such amounts as would bring the income of the trainee to an agreed sum. Many difficulties have been encountered in completing this scheme, the Ministry of Labour having an objection to paying wages for the attendants to Trainees and suggesting the establishment of an instructional factory. It is, however, anticipated that the scheme will be shortly completed on the lines suggested by the Committee whereby the disabled men will be trained on the factory under the supervision of competent men, and that the wages of Attendants will be allowed.

*N.T.A.C.* In connection with this Scheme the Demobilisation Committee becomes *ipso facto* the National Trade Advisory Committee and as such will supervise throughout the Country, the absorption and training of disabled men. This may be done through the setting up of Local Technical Advisory Committees which may be formed with the approval of the N.T.A.C. in localities throughout the Country where the industry is established and where there is a demand for the absorption of disabled men, and such Local Committees will arrange for the training of suitable men and the supervision and inspection of the work of the trainees in their respective districts.

*Absorption of Disabled Men:* The Committee also becomes the Agency through which the National Scheme for the absorption of disabled men into the Industry may be applied.

*Pivotal Men:* Through its endeavours many pivotal men have been released from Service for the better carrying on of the Industry.

*Stoneware Industry:* At the invitation of the Committee the Stoneware Association has agreed to be represented on the National Trade Advisory Committee.

#### COAL RATIONING COMMITTEE.

Owing to the War and consequent diminution of supplies and dislocation of transit the Industry was very seriously handicapped by lack of sufficient fuel, and great inconvenience was experienced. This was accentuated by the fact that the Coal Controller diverted fuel raised in North Staffordshire to other parts of the country, and replaced it with much inferior fuel. Deputations repeatedly visited London in an endeavour to remedy the matter, and in July, 1918, a Coal Rationing Committee was appointed, being responsible, for the obtaining of adequate supplies for the Industry and the allocation of available fuel amongst the various factories.

#### COUNCIL.

*Representation:* During the course of the past year the Council agreed to representation on the Council of the Pottery Clerks' Guild of the National Union of Clerks, and also of the Managers and Officials' Association.

*Secretariat:* In April, 1919, Mr. Fred. H. Hand was appointed as full time Clerk to the Council.

*Liaison Officers:* Mr. G. W. Hefford was appointed in July, 1918, as the Liaison Officer of the Board of Education, and Mr. E. M. Teeling in January, 1919, as the Liaison Officer of the Ministry of Labour. Mr. Teeling has recently been succeeded by Mr. W. W. Elliott: Mr. L. C. Bell-Cox is the Liaison Officer of the Ministry of Labour on the National Trade Advisory Committee. On the appointment of a full time Secretary, Mr. A. P. Llewellyn and Mr. A. Hollins were appointed Liaison Officers between the Council and the Manufacturers' and Operatives' sections of the Council respectively.

The Council is indebted to these gentlemen for much valuable assistance.

*Papers:* Valuable papers on various subjects have been submitted to and considered by the Council from time to time by Mr. J. Burton, Mr. S. R. Maw, Mr. A. Hollins and Mr. T. B. Johnston, to whom the Council is much indebted.

*Place of Meeting:* The place of meeting of the Council and its various Committees, is the North Stafford Hotel, Stoke-on-Trent.

*Finances:* The funds of the Council are provided by the Manufacturers' and Operatives' Sections in equal portions, precepts being laid for such amounts as are required. A Balance Sheet for the past year is appended.

*The Present:* The spirit pervading the Council and which characterises the consideration of the problems brought before it and its various Committees, is indicative of the harmonious feeling existing between Employers and Employed in the Industry, and gives ground for the hope that all friction may in time be entirely eradicated, and that any difficulties which may arise will be overcome by frank and open discussion. It is felt that the influence of members of the Council will gradually permeate the rank and file of men and masters throughout the Industry.

*The Future:* There is much still to be accomplished in various directions. The main object of the Council is to uplift the status of the Industry throughout the country. There is a conviction throughout the Council that in the past, both employers and employed have been insufficiently compensated, and that their interests are complementary and not divergent. The industry must if possible, be rendered sufficiently remunerative so as to attract further capital

into the trade in order that obsolete factories may be replaced by up-to-date buildings, and that the conditions under which a man works, as well as his wages may be improved. One feels convinced however, that with a continuance of the Spirit of unity, co-operation and tolerance, there is every prospect that all obstacles will be overcome, resulting in happier conditions for the worker, increased advantages for the employer, the realisation of the high ideals of both, and general prosperity for the industry.

S. CLOWES,

*Chairman.*

FRANK H. WEDGWOOD,

*Vice-Chairman.*

FRED. H. HAND,

*Secretary.*

*December, 1919.*

**STATEMENT OF ACCOUNTS FOR YEAR ENDED 31st DECEMBER, 1919.**

*s* Including remuneration from 1st October, 1918.  
(Copy Certificate)  
We have checked the above account of Receipts and Payments with the Cash Book, and certify it to be correct.  
Vouchers for the payments have been produced to us.

We have checked the above account of Receipts and Payments with the Cash Book, and certify it to be correct. Vouchers for the payments have been produced to us.

Chartered Accountants,  
*Auditors.*

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